



RACISM AND SEXISM



OVERVIEW

- **Define racism and sexism**
 - **Identify factors in development of racism**
 - **Identify relationship of power base**
 - **Identify examples of racist and sexist behavior**
 - **Identify strategies for combating racism and sexism**
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RACISM AND SEXISM

Definition

- **The transformation of prejudice, based on gender through the exercise of power and against the group defined as inferior by individuals and institutions or organizations with the individual or unintentional support of the culture.**

FACTORS IN DEVELOPMENT OF RACISM AND SEXISM

- **Contact**
- **Unequal Power**
- **Ethnocentrism**
- **Social Visibility**
- **Competition**
- **Stereotypes**
- **Sex-Role Socialization**
- **Mass Media**

PERSONAL RACISTS AND SEXIST BEHAVIORS

- Paternalism
- Ignoring
- Speaking For
- Testimonials
- Ethnic, racists, sexists jokes
- Frequent interruptions
- Stereotypical language
- Titles and ranks
- Denying opportunities
- Dubious supervision

FACTORS THAT SUPPORT RACISM AND SEXISM

- Reference groups
- Conformity to norms
- Self-fulfilling prophecy
- Pro-sexism/racism

SOCIAL PROBLEMS CREATED BY RACISM AND SEXISM

- **Ineffective use of abilities**
- **Adverse impact on national income**
- **Deviant behavior acted out**
- **Innergroup tensions in community**
- **Adverse impact on U.S. in world affairs**

STRATEGIES FOR COMBATING RACISM AND SEXISM

- Awareness
- Education
- Legislation
- Participation
- Self-Analyze
- Acknowledge and understand differences
- Commander's responsibility

SUMMARY

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